

# 3RNet



[www.3rnet.org](http://www.3rnet.org)

*The National Rural Recruitment and Retention Network for Healthcare Professionals*

# The National Rural Recruitment and Retention Network – 3R Net

Members are state based non-profit agencies in 49 states, CNMI and the Cherokee Nation  
(RI is not a member)

Supported by a contract from the Office of Rural Health Policy, HRSA, USDHHS



# Physician and Dentist Shortages in Rural and Underserved Areas

- Rural populations – less access to healthcare
- 25% of the US population lives in rural areas
- Only 10% of US physicians practice in rural areas
- Rural areas average 30 dentists per 100,000 people
- Urban areas average 60 dentists per 100,000 people

Source: NRHA Issue paper, February 2006



# 3R Net Concept - 1995

- National Career Website - Ease of use by Candidates and Members
- Up to Date High Quality Information
- State organizations should know and care more than distant recruitment firms
- People who live locally are in touch with communities and are more responsive



# What Does the 3R Net do?

Serves as a clearinghouse for over 5,000 communities across the country where medical professionals connect with federal, state, local and other medical staff recruiters

October 6, 2008

29,488 active candidates

16,544 physicians



# How does the 3R Net work?

- Members are non-profit state agencies recruiting physicians, dentists, nurses and other medical professionals for their entire state - **some members charge for posting or placement**
- 3R Net provides a national presence where states place information and job postings.
- Candidates register and learn about rural and underserved communities.
- Members also access the resource library and a comprehensive recruitment and retention manual.



# 3R Net Benefits Your Communities

- Interactive website for medical recruitment professionals
- Too costly to develop individually (redesign)
- Able to pool resources and funds for nationwide ads and sourcing that could not be done individually
- Active server pages - Each state creates its own page with the ability to publish links, photos, practice profiles





# 3RNet

Matching healthcare professionals with communities across the nation

Candidate Login - VIEW OPPORTUNITIES & UPDATE PROFILE

user name:

password:

[CREATE PROFILE](#)

[OPPORTUNITIES](#) [ABOUT US](#) [LOCATIONS](#) [CONTACT](#)



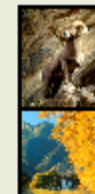
Make the place you need to be  
and the place you want to be

## ONE

### Welcome

The **National Rural Recruitment and Retention Network** (3RNet) members are not-for-profit organizations helping health professionals find practice opportunities in rural and underserved areas throughout the country. Some of the health professions we serve:

### Featured State





# Scroll to bottom of home page

3RNet - Medical and Healthcare Jobs Across the Nation - The National Rural Recruitment and Rete - Windows Internet Explorer

http://www.3rnet.org/

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We are excited to have the 2008 annual conference in Omaha. The hotel is in the Old Market area which has many restaurants, great shopping and interesting historical sites. At the request of members and attendees, the conference has expanded to 3 days. The committee is working hard to put together a topical, enlightening conference.

Mark your calendars: October 14 - 16, 2008 in Omaha, NE at the Embassy Suites Old Market Downtown

<http://www.oldmarket.com/>


<http://www.visitomaha.com/>

<http://www.omahaoldmarket.com/>

We hope to see you all there!

**Candidates - [LOGIN](#) | [REGISTER](#)**  
**Employers - [LOGIN](#) | [REGISTER](#)**

**3RNet Members - [EXTRANET LOGIN](#)**  
**Associate Members - [EXTRANET LOGIN](#)**



The National Rural Recruitment and Retention Network for Healthcare Professionals

[OPPORTUNITIES](#) | [ABOUT](#) | [VIEW LOCATIONS](#) | [CONTACT](#) | [J-1 VISAS](#)  
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start 3RNet - Medical and ... Outlook Today - Mic... Microsoft PowerPoint ... 11:24 AM

# 3RNet Job Posting

## You are Employers

Log in if you have already registered

Register if you have done so before

Before posting check out other postings

Post your opportunity – easy to copy and paste  
from a word document

Spell check, grammar and complete information

Internet tip! – google your town/area to check  
other websites



# Idaho State Page

Idaho Healthcare Jobs | 3RNet - Matching Healthcare Professionals With Communities Across the N - Windows Internet Explorer

http://www.3rnet.org/locations/?state=ID

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## LOCATION DETAILS


OPPORTUNITIES ABOUT US LOCATIONS CONTACT

### Idaho Healthcare Recruitment

IDAHO



**Idaho**  
[1 NORTH](#)  
[2 NORTH CENTRAL](#)  
[3 SOUTH WESTERN](#)  
[4 CENTRAL](#)  
[5 EASTERN](#)  
[6 SOUTH CENTRAL](#)  
[7 SOUTH EASTERN](#)



**CONTACT:**  
Laura Rowen  
Idaho Primary Care Office  
450 W. State Street, 4th  
PO Box 83720  
Boise, ID 83720-0036  
Tel: (208) 334-5993  
Fax: (208) 332-7262  
[ruralhealth@dhw.idaho.gov](mailto:ruralhealth@dhw.idaho.gov)  
[Idaho State Office of Rural Health and Primary Care](#)  
J1 contact E-Mail: [rowen@dhw.idaho.gov](mailto:rowen@dhw.idaho.gov)

[FILL OUT AN INTERVIEW FORM TO SEE OPPORTUNITY DETAILS](#)

**General Information:**  
Idaho is the 13th largest State in the U.S occupying 83,557 square miles. Over 63% of Idaho is public land managed by the federal government. The Frank Church River of No Return Wilderness is the largest wilderness area in the 48 contiguous states - 2.3 million acres of rugged, unspoiled back country. Mt. Borah is the highest elevation in Idaho at 12,662 feet. Idaho has 2,433 floatable river miles, more than any other state.

The State's population is roughly 1.4 million with Boise being the largest city (193,161). Idaho's major industries are manufacturing (electronics and computer equipment,

**Resources**  
[SEARCH THIS LOCATION'S DATABASE](#)  
[STATE OFFICE OF RURAL HEALTH AND PRIMARY CARE](#)  
[IDAHO STATE JOBS](#)  
[STATE OF IDAHO WEBSITE](#)  
[PRINT PAGE](#)  
[EMAIL PAGE](#)

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# Ponderay, ID (top of page)

Opportunities - Opportunities | 3RNet - Matching Healthcare Professionals With Communities Acro - Windows Internet Explorer

http://www.3rnet.org/opportunities/Default.aspx?opportunity\_id=11947&prevsearch=1

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## > OPPORTUNITY DETAILS

OPPORTUNITIES ABOUT US LOCATIONS CONTACT



**Idaho**

- 1 NORTH
- 2 NORTH CENTRAL
- 3 SOUTH WESTERN
- 4 CENTRAL
- 5 EASTERN
- 6 SOUTH CENTRAL
- 7 SOUTH EASTERN

[SEE ALL OPPORTUNITIES IN IDAHO](#)

CURRENT OPENINGS:

- 11 [PHYSICIAN](#)
- 3 [RN](#)
- 1 [MENTAL HEALTH - SOCIAL WORKER](#)
- 7 [OTHER](#)

**Physician - Family Medicine position available**

North Idaho Medical Care Center is seeking a Board Certified/Board Eligible Family Practice Physician for their Ponderay center. This is an independent contractor position with the opportunity to become an owner within 6 months. For more information, please contact Kris Sabo at (208) 255-9997 or boiseks@verizon.net.

**Available Date:** May 2008

**Highlights:**

Close-knit community with access to skiing at Schweitzer Mountain and water activities on Lake Pend Oreille. Lake Pend Oreille School system provides excellent public education K through 12. Private and charter schools are also available.

**Learn More**

- [REGIONAL INFO](#)
- [MAP IT](#)
- [NEW SEARCH](#)
- [PREVIOUS SEARCH](#)
- [PRINT PAGE](#)
- [EMAIL PAGE](#)

**Location:** Ponderay, Idaho

**Region:** North

**Population:** 10,001-25,000

**Service Area:** 25,001 and above

**Economy:** This area is supported primarily by timber, tourism and light industry.

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# Ponderay (middle of page)

Opportunities - Opportunities | 3RNet - Matching Healthcare Professionals With Communities Acro - Windows Internet Explorer

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11 [PHYSICIAN](#)

3 [RN](#)

1 [MENTAL HEALTH - SOCIAL WORKER](#)

7 [OTHER](#)

**AREA**

**Location:** Ponderay, Idaho

**Region:** North

**Population:** 10,001-25,000

**Service Area:** 25,001 and above

**Economy:** This area is supported primarily by timber, tourism and light industry. Bonner General Hospital is a JCAHO accredited 47 bed hospital providing all services to a catchment area of approximately 57,000. We are located 70 miles from Spokane and 60 miles from the Canadian border.

**PRACTICE**

**Institution Name:** North Idaho Medical Care Center

**Specialty:** Family Medicine

**Legal Entity:** North Idaho Medical Care Center

**Composition:** Joan Bloom, MD

**Satellites:** Coeur d'Alene and Post Falls

**FINANCIAL**

**Salary:** Independent contractor/opportunity for ownership

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# More of Ponderay

Opportunities - Opportunities | 3RNet - Matching Healthcare Professionals With Communities Acro - Windows Internet Explorer

http://www.3rnet.org/opportunities/Default.aspx?opportunity\_id=11947&prevsearch=1

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**Salary:** Independent contractor/opportunity for ownership

**Duration:** long term

**Relocation Costs:** No

**CME Allowance:** No

**Benefits:** Medical Malpractice paid

**HOSPITAL**

**Name:** Bonner General Hospital

**Location:** Sandpoint, Idaho

**Beds:** 47

**Services:** All services. Not a trauma center.

**FACILITY CONTACT INFORMATION**

**Name:** Kris Sabo

**Address:** 30544 Hwy 200, Ste 101  
Ponderay ID, 83852

**Phone:** 208-255-9997

**Fax:** 208-263-6355

**Email:** [BOISEKS@VERIZON.NET](mailto:BOISEKS@VERIZON.NET)

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# Ponderay

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**Address:** 30544 Hwy 200, Ste 101  
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**Phone:** 208-255-9997  
**Fax:** 208-263-6355  
**Email:** [BOISEKS@VERIZON.NET](mailto:BOISEKS@VERIZON.NET)

**LOCATION CONTACT INFORMATION**

**Name:** Laura Rowen  
**Organization:** Idaho Primary Care Office  
**Address:** 450 W. State Street, 4th  
PO Box 83720  
Boise, ID 83720-0036  
**Phone:** (208) 334-5993  
**Fax:** (208) 332-7262  
**Email:** [RURALHEALTH@DHW.IDAHO.GOV](mailto:RURALHEALTH@DHW.IDAHO.GOV)  
**Website:** [IDAHO STATE OFFICE OF RURAL HEALTH AND PRIMARY CARE](http://IDAHO.STATE.OFFICE.OF.RURAL.HEALTH.AND.PRIMARY.CARE)  
**J1 contact E-Mail:** [ROWENL@DHW.IDAHO.GOV](mailto:ROWENL@DHW.IDAHO.GOV)

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# 3R Net Diverse Membership

- State Offices of Rural Health
- Primary Care Organizations
- Primary Care Associations
- Area Health Education Centers
- University based SORHs
- Other Non-profit state based agencies



# Member States – Strengths

- All committed to recruitment, retention and community development
- All connected to HRSA programs
- Able to consult with and advise rural and underserved communities
- Able to advise medical professionals regarding practice opportunities, payback features, NHSC eligibility, more..



# Members Recruit for a of Variety Facilities

- Rural Health Clinics
- Community Health Centers
- Critical Access Hospitals
- Rural Hospitals
- Private Practice Clinics
- Tribal Health
- Integrated Delivery Systems
- Prison systems



# Evaluation: 3RNet

National Research Center survey 2003 - 2007:

- 20,644 posted position vacancies
- 50,863 applications made by potential candidates
- Total placements by members – 2,883
- Placements in HPSA/MUAs – Over 90%
- 2007 - 69% of physician applications and 18% of non-physician applications filled through 3RNet



# Evaluation 2003 - 2007

- 1,727 physicians placed by members
- For-profit recruitment firms at \$28,000 per placement
- Estimated collective savings of \$48,356,000 to rural and underserved community facilities
- Those commercial recruitment firm fee savings for patient access or other health services that would not have been funded otherwise





# Who accesses the 3RNet?

- Physicians – FP, IM, Peds, GS, Others
- Dentists and Hygienists
- Physician Assistants
- Nurse Practitioners
- Pharmacists
- Registered Nurses
- Psychologists
- Social Workers
- Other Professionals – long list



# Physician Placements of 3R Net Members (2004 – 2007)

• Family Practice	866
• Internal Medicine	262
• Pediatrics	171
• Other physicians	428



# Non-Physician Placements of 3R Net Members (2004 – 2007)

- Dentists 339
- PA/NP 568
- All other professionals total 249

Others: social workers, managers, techs, oral health professionals, dietitians, certified nurse midwives, counselors and on and on



# The 3R Net Strategic Plan

- Understand that rural America is diverse, requiring different approaches
- Monitor workforce needs and provide guidance to policy makers
- Develop the member staff with education and technology support
- Cost effectiveness of 3R Net is proven, expand it to all 50 states improve quality of member services



# Community Development and Recruitment

- Recruitment of medical staff is essential to community development
- Community development and medical staff development must be a partnership to be successful
- Agencies and organizations serving rural and underserved communities must collaborate



# Recruitment – Recruitment and Retention

The long term fit!

Community Grows the Medical Services

Medical Services Grow the Community

- Community Development plan
- Strategic Medical staff plan
- Recruitment/Retention plan
  - Compensation and benefits, contract
  - Sourcing
  - Interviewing
  - Relocation
  - Orientation and retention planning





The image shows a promotional graphic for 3RNet. On the left, there is a photograph of a man and a woman in white lab coats, looking towards the right. The background is a light blue gradient. On the right side, the text '3RNet' is written in a large, bold, white sans-serif font. Below it, the tagline 'Matching healthcare professionals with communities across the nation' is written in a smaller, white, italicized sans-serif font. Underneath the tagline, the website address 'www.3rnet.org' is displayed in a white, italicized sans-serif font. At the bottom center of the graphic, there is a small green icon of the United States map with the letters 'RRA' inside it.

# 3RNet

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with communities across the nation*

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*The National Rural Recruitment and Retention Network for Healthcare Professionals*

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